



STRONG DIVERSE LEADERS BUILD STRONG BUSINESSES

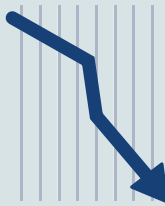
THE TALENT WAR IS ON!

35% of employers currently have difficulty filling jobs due to lack of available talent

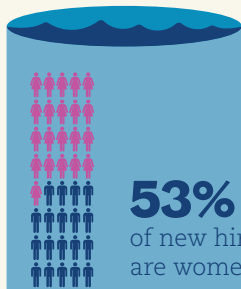


54% of employers report talent shortages are impacting their client-facing abilities AND business outcomes

72% of senior executives anticipate a shortage of talent in the near future



26% of the current U.S. workforce consists of Baby Boomers
10,000 Boomers will turn 72 every day for the next 14 years



THE TRADITIONAL PROFESSIONAL DEVELOPMENT PIPELINE IS BROKEN

For example, here's how gender diversity dwindles during advancement

53% of new hires are women

37% of managers are women

26% of VPs and senior executives are women

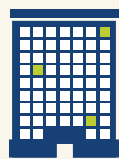
14% of executive committee members are women

3% of Fortune 500 CEOs are women

DIVERSE LEADERSHIP YIELDS A SUBSTANTIAL COMPETITIVE ADVANTAGE



22% lower turnover rate in companies with more diverse teams



Diversity pays dividends
Companies with the most ethnically/culturally diverse boards worldwide are **43%** more likely to reap higher profits



30-40% increased patent citations from diverse teams



2% more cash to the bottom line for companies with diverse executive teams

THERE'S AN UNTAPPED RESERVOIR OF TALENT IN YOUR ORGANIZATION RIGHT NOW

A+

Women rate higher than their male counterparts in **75%** of 360-evaluated leadership competencies



Teams with at least one diverse member have a **higher collective IQ** than homogeneous teams



Teams consisting of **50-60%** diverse members are rated most optimal for team self-confidence, experimentation and efficiency



The world, and the talent available to bring on your team, are incredibly diverse

BUT ONLY

a small fraction of that diversity is represented in leadership

